

**Tass Cable Management Ltd is committed to tackling modern slavery throughout our own business and within our supply chains. We expect the same standards to be upheld by all of our customers, suppliers and business partners.**

Modern slavery is a crime and a violation of fundamental human rights. It can take various forms, such as slavery, servitude, forced and compulsory labour & human trafficking, all of which have in common the deprivation of a person's liberty in order to exploit them for personal or commercial gain.

Tass Cable Management Ltd have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, apprentices, agents, contractors, external consultants, third-party representatives & business partners.

## RESPONSIBILITY FOR THE POLICY

The Managing Director has overall responsibility for ensuring this policy is implemented within the company and that all those under our control comply with it. The Managing Director also has the responsibility for monitoring its use and effectiveness, dealing with enquiries and auditing internal control systems and procedures to ensure effectiveness.

## COMPLIANCE WITH THE POLICY

Please ensure that you read, understand and comply with this policy. The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

If you believe or suspect a breach of this policy has occurred or that it may occur you must notify your manager. If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any part of our business constitutes any of the various forms of modern slavery, raise it with your manager.

We encourage an open and supportive environment to anyone who raises genuine concerns under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our business or in any of our supply chains. Detrimental Treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform your manager immediately. If the matter is not remedied and you are an employee, you should raise it formally using our Grievance Procedure.

## COMMUNICATION & AWARENESS OF THIS POLICY

Training on this policy and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us and regular training will be provided as necessary. Our Zero tolerance approach to modern slavery must be communicated to all suppliers, contractors & business partners at the outset of our business relationship with them & reinforced as appropriate thereafter.

## BREACHES OF THIS POLICY

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals & organisations working on our behalf if they breach this policy.